COMMUNITY REBUILDERS

- Rebuilding Hope, Ending Homelessness, Creating Community!

- Founded in 1993
 Scattered Site Rental Units
 PSH: Shelter + Care, HOPWA, TBRA, LOFT, HEROES
- Transitional Housing
 Housing First- Rapid Re-housing
 Prevention
- Community Housing Resource Specialist Coordination

Slide 2

OUR JOURNEY

- Vision to End Homelessness- adopted
- Local stagnation
- Employees motivated by the vision desire contract changes- Supportive service reduced, leasing assistance increased
- Homeless Connect
- From "Crazy Talk" to results- Data and Consumer stories

Slide 3

"Crazy Making" becomes Evidence

- RAPID RE-HOUSING

 100% of leasing recipients that exited the program obtained safe and permanent housing of their choice, 88% maintained permanent housing for at least 6 months. 77% maintained safe and permanent housing for 12 months or more

 49% of participants that entered the program without income, had employment at exit. 79% had increased income.
- no. % recipients of leasing assistance report improved quality of life and housing stability at exit date.

Motivation Builds

- Centralized intake expands
- Community Coordinated Case Management and strengths model are developed
- Housing Resource Specialist Model is adopted
- Prevention Services substantial expansion

Rubber hits the road for the first time and many service providers revolt.

Slide 5

PAIN AND PRESSURE

- · Shelter Reduction Round Table
- Systems Barriers Round Table
- Funding provided if you say you agree
- Tell us what we want to hear
- ${\hspace{-0.01cm}}^{\circ}$ "This train is leaving, get on or get left behind."
- · Tell us your resources and your funding-
- "where's your money?"
- "CR did it, why can't you?"

Slide 6

Lesson Learned from our Service Delivery Model

START FROM THE HEART!

Pain and pressure don't work to promote change.

INSPIRATION PROMOTES CHANGE!

COMPETING FORCES

- GOOD INTENTIONS AND LOGIC

 Vision to End Homelessness
 Outcome Data
 Consumer stories
 Choice
 Use of private rental market
 Cost effectiveness
 Centralized intake used to target resources to those most in need
 Housing First

GOOD INTENTIONS AND LOGIC NON RATIONAL FACTORS

- HABITS
 ATTITUDES
 BELIEFS
 VESTED INTERESTS
 FEAR

Slide 8



Slide 9

NETWORKING AND SOLIDARITY... FRIEND OR FOE

- Who is unified and mutually supportive
 Who are your like minded allies for change

Not all networking and solidarity is helpful!

What's the dominate view and can it be changed?

- Is there underlying will and values that will overcome resistance to the changes
- Has the dominate community view changed?
- Has there been enough community and constituency education?
- When the dominate community view changes so $will \ your \ system$

Slide 11

IDENTIFY YOUR LEADERS

- \bullet Who carries the torch- make sure it is broad and diverse
- ${\hspace{-.2em}\raisebox{.5ex}{\text{\circ}}}$ Always be looking to add to your leadership pool
- Service providersPolitical stakeholders
- Consumers State agency leaders
- Business leaders

Slide 12

SUSTAINABLE CHANGE

- Think and act outside of the confines of your own agency- Strive for Collective Impact.
- own agency-Strive for Conective Impact.

 Thankless and taxing to work alone, success has been punishing and discouraging at times. Identify early who you will rely on for respect, appreciation and validation of your work?
- There may be lots of time when you need someone to give you renewed resolve to persevere and endure.

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Slide 13		
	OUR SYSTEM	
	• CHART	
Slide 14		
	HOUSING RESOURCE SPECIALIST OUTCOMES HANDOUTS	
Slide 15	15	
	SO HOW DO WE DO IT?	
	BETTER YET,	
	HOW CAN YOU DO IT?	

PARADIGM SHIFT

BEHAVIOR IS SHAPED BY THE RESOURCES AVAILABLE TO PEOPLE. (Davidson and Rapp 1976)

Attention is not on specialized programs, training, or living programs to compensate for deficits.

A STRENGTHS APPROACH FOCUSES ATTENTION ON THE NECCESARY RESOURCES THAT WILL ALLOW PERSONS TO LIVE IN THEIR ENVIRONMENT OF CHOICE.

Slide 17

PRINCIPLE 1

EVERY INDIVIDUAL, FAMILY, GROUP, AND COMMUNITY HAS STRENGTHS AND ASSETS

Strengths might include what people have learned about themselves from coping with difficult situations; their personal qualities or traits, like a sense of humor or an artistic ability; their knowledge about the world around them that comes from both life education and life experience; talents people have; and cultural or personal stories that provide strength and guidance (Saleebey, 1997).

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PRINCIPLE 2

TRAUMA, ABUSE, ILLNESS,AND STRUGGLE MAY BE INJURIOUS, BUT THEY MAY ALSO BE SOURCES OF CHALLENGE AND OPPORTUNITY.

DWELLING ON CONSUMERS' PASTS AND HARDSHIPS PROMOTES "AN IMAGE OF THEMSELVES AS HELPLESS IN THE PAST, WHICH BECOMES THE BASIS FOR FAULT-FINDING AND CONTINUED HELPLESSNESS IN THE PRESENT." (WOLIN AND WOLIN 1993)

PRINCIPLE 3

ASSUME THAT YOU DO NOT KNOW THE UPPER LIMITS OF THE CAPACITY TO GROW AND CHANGE AND TAKE ASPIRATIONS SERIOUSLY.

"Believe it can be done. When you believe something can be done, really believe, your mind will find the ways to do it. **Believing** a solution paves the way to solution." David Joseph Schwartz

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PRINCIPLE 4

WE BEST SERVE CONSUMERS BY COLLABORATING WITH THEM.

A HELPER MAY BE DEFINED AS A COLLABORATIOR OR CONSULTANT: AN INDIVIDUAL CLEARLY PRESUMED TO HAVE SOME TOOLS AT THE READY BECAUSE OF SPECIALIZED TRAINING OR EXPERIENCE, BUT DEFINITELY NOT THE ONLY ONE WITH SPECIALIZED INFORMATION YOUR CONSUMER IS THE EXPERT AND KNOWS THE MOST ABOUT COPING WITH HIS OR HER SITUATION. (Saleebey, 1997)

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Principle 5

EVERY ENVIRONMENT IS FULL OF RESOURCES.

"In every environment there are individuals, associations, groups and institutions who have something to give, something that others may desperately need: knowledge, resources, talents, or simply time and place" (Saleebey,1997)

QUICK STARTS FROM THE HEART

- WHAT WILL YOU DO TO MAKE SURE YOU ARE SEEING PEOPLE AS PRIORITIES NOT PROBLEMS

- WHAT WILL YOU DO TO BE WELCOMING?
 HOW ARE YOU HOPE INSPIRING?
 HOW ARE YOU ENGAGED IN PARTNERSHIP

Slide 23


